**HR SERVICES**


**1. What is the NTG FTE Cap for your Agency?**

429

**2. As of 30 March 2011, what is the current FTE staffing of the department, by level?**

|  |  |  |
| --- | --- | --- |
| **Classification** | **Nominal FTE** | **Actual FTE** |
| AO2 | 16.82 | 7.82 |
| AO3 | 29.67 | 24.67 |
| AO4 | 36.95 | 39.05 |
| AO5 | 20.32 | 21.4 |
| AO6 | 19.16 | 22.26 |
| AO7 | 14.32 | 15.04 |
| SAO1 | 17.5 | 21.5 |
| SAO2 | 8.17 | 15.17 |
| EO1C | 16 | 15 |
| EO2C | 8 | 9 |
| EO3C | 0.5 | 0.5 |
| EO4C | 1 | 1 |
| EO6C | 1 | 1 |
| GRADT | 4 | 5 |
| NTPS Apprentice | 1 | 0 |
| WILS | 0 | 1 |
| P1 | 3 | 3 |
| P2 | 1 | 1 |
| P3 | 16.5 | 15.5 |
| SP1 | 12.9 | 13.9 |
| SP2 | 1.68 | 1.68 |
| T1 | 3 | 3 |
| T2 | 15.26 | 14.26 |
| T3 | 34.2 | 32.2 |
| T4 | 36.6 | 33.6 |
| T5 | 79.3 | 78.3 |
| T6 | 34 | 36 |
| **Total** | **431.85** | **431.85** |

**3. Is this figure in line with the NTG FTE Cap?**

**- If not, please explain**

Figure is above the NTG FTE Cap allocated to the Department but within the acceptable fluctuation of up to 2%.

**4. How many permanent positions are there in your department?**

365

**5. How many of these positions were nominally filled and how many were filled by persons acting in positions or are temporary appointments?**

|  |  |
| --- | --- |
| **Nominally Filled** | 280 |
| **Acting or Temporary** | 85 |

**- Please separate by permanent/temporary/acting by level**

|  |  |  |  |
| --- | --- | --- | --- |
| **Classification** | **Permanent** | **Acting** | **Temporary** |
| AO2 | 2 | 1 | 13 |
| AO3 | 15 | 5 | 5 |
| AO4 | 18 | 14 | 7 |
| AO5 | 16 | 7 | 0 |
| AO6 | 8 | 10 | 3 |
| AO7 | 8 | 8 | 2 |
| SAO1 | 13 | 9 | 1 |
| SAO2 | 9 | 7 | 0 |
| ECO1 | 0 | 0 | 16 |
| ECO2 | 0 | 0 | 9 |
| ECO3 | 0 | 0 | 1 |
| ECO4 | 0 | 0 | 1 |
| ECO6 | 0 | 0 | 1 |
| GRADT | 0 | 1 | 4 |
| ICS | 0 | 0 | 3 |
| P1 | 0 | 2 | 1 |
| P2 | 1 | 0 | 0 |
| P3 | 13 | 1 | 1 |
| SP1 | 14 | 14 | 0 |
| SP2 | 1 | 1 | 1 |
| T1 | 0 | 0 | 3 |
| T2 | 12 | 0 | 2 |
| T3 | 28 | 4 | 1 |
| T4 | 25 | 7 | 2 |
| T5 | 67 | 8 | 5 |
| T6 | 30 | 7 | 1 |
| WILS | 0 | 0 | 3 |
| **Total** | **280** | **92** | **86** |

**6. What was the turnover rate of staff in the Agency in 2010?**

23.28%

**7. What is the rate per level?**

|  |  |  |
| --- | --- | --- |
| **Classification** | **Turnover Rate %****(Nominal Classification)** | **Turnover Rate %****(Actual Classification)** |
| AO1 | 0.00 | 0.00 |
| AO2 | 37.48 | 91.09 |
| AO3 | 39.80 | 45.43 |
| AO4 | 24.69 | 27.04 |
| AO5 | 0.00 | 10.63 |
| AO6 | 24.50 | 24.31 |
| AO7 | 42.05 | 41.31 |
| AO8 | 11.91 | 14.71 |
| EO1 | 73.68 | 22.37 |
| EO1C | 27.19 | 30.51 |
| EO2 | 0.00 | 100 |
| EO2C | 32.52 | 25.81 |
| EO3C | 83.33 | 111.11 |
| EO4C | 0.00 | 0.00 |
| EO6C | 0.00 | 0.00 |
| GRADT | 0.00 | 0.00 |
| ICS | 0.00 | 0.00 |
| NTPS Apprentice | 0.00 | 55.78 |
| P1 | 34.78 | 33.33 |
| P2 | 13.50 | 14.35 |
| P3 | 17.27 | 19.01 |
| P4 | 0.00 | 0.00 |
| PO1 | 0.00 | 0.00 |
| PO2 | 0.00 | 0.00 |
| PO3 | 0.00 | 0.00 |
| SAO1 | 6.36 | 5.22 |
| SAO2 | 0.00 | 0.00 |
| SP1 | 7.75 | 7.19 |
| SP2 | 45.87 | 45.87 |
| SPO1 | 0.00 | 0.00 |
| SPO2 | 0.00 | 0.00 |
| T1 | 61.97 | 59.66 |
| T2 | 21.83 | 25.13 |
| T3 | 8.25 | 9.47 |
| T4 | 19.49 | 18.01 |
| T5 | 10.36 | 10.55 |
| T6 | 6.24 | 5.75 |
| WILS | 0.00 | 375.23\* |

**8. How many vacant positions are there in the Agency as a whole?**

85

**9. How long, in total days, have nominal positions been vacant in the department?**

7111 days

Note: Executive contract positions have not been included in the above calculation.

**10. How many staff are currently employed on a temporary contract?**

86

**11. In the period 30 March 2010 to 30 March 2011, how many temporary contracts have been extended, broken down by level and the number of times extended?**

49

|  |  |  |  |
| --- | --- | --- | --- |
| **Classification** | **Extended Once** | **Extended Twice** | **Count** |
| AO2 | 4 | 1 | 5 |
| AO3 | 11 |  | 11 |
| AO4 | 2 | 3 | 5 |
| AO5 | 2 | 1 | 3 |
| AO6 | 2 | 1 | 3 |
| AO7 | 2 | 1 | 3 |
| PO1 | 1 |  | 1 |
| T1 | 4 | 1 | 5 |
| T2 | 1 |  | 1 |
| T3 | 1 | 1 | 2 |
| T4 | 4 |  | 4 |
| T5 | 4 |  | 4 |
| T6 | 2 |  | 2 |
| **TOTAL** | **40** | **9** | **49** |

**12. In the period 30 March 2010 to 30 March 2011, how many positions have been advertised by “expression of interest”?**

For the period 1 July 2010 to 30 March 2011 14 positions were advertised by “expression of interest”

**13. In relation to all vacant positions, what is the breakdown of recruitment actions by:**

**- Selection process commenced;**

Of the 162 recruitment actions undertaken, 11 are still open.

**- Selection process (including position advertising) not commenced**

There are approximately 7 positions that are nominally and actually vacant that selection process not yet commenced.

**14. Per position level, what is the average length of time taken for recruitment from advertising to successful applicant?**

|  |  |
| --- | --- |
| **Classification** | **Average Days to Fill** |
| AO3 | 58.00 |
| AO4 | 48.50 |
| AO5 | 41.83 |
| AO6 | 52.25 |
| AO7 | 44.00 |
| AO8 | 56.00 |
| ECO2 | 36.00 |
| EO1 | 42.43 |
| EO1, ECO1 | 77.67 |
| P3 | 46.00 |
| SP2 | 51.00 |
| T2 | 53.50 |
| T3 | 53.86 |
| T4 | 60.44 |
| T5 | 49.75 |
| T6 | 52.25 |
| **Combined Average** | **51.54** |

**15. What is the number of positions that have been filled by the recruitment of an existing public servant, and how many from the general public?**

|  |  |  |  |
| --- | --- | --- | --- |
| **NTG** | **Non NTG** | **Not Advised** | **Total** |
| 101 | 14 | 25 | 140 |

**16. In 2010, how many positions have been reclassified in the department? What are the level of those positions?**

56

|  |  |
| --- | --- |
| **Level of Position** **( Post Job Evaluation)** | **Reclassified Positions** |
| AO2 | 0 |
| AO3 | 9 |
| AO4 | 10 |
| AO5 | 13 |
| AO6 | 4 |
| AO7 | 2 |
| AO8 | 1 |
| EO1 | 0 |
| EO1C | 0 |
| EO2C | 1 |
| P1 | 0 |
| P2 | 0 |
| P3 | 1 |
| P4 | 1 |
| SAO1 | 0 |
| T2 | 0 |
| T3 | 1 |
| T4 | 11 |
| T5 | 1 |
| T6 | 1 |
| **TOTALS** | **56** |

**17. How many permanent supernumerary unattached employees do you have in your agency?**

28

**What levels are they?**

|  |  |
| --- | --- |
| **Classification** | **Count** |
| AO2 | 4 |
| AO3 | 3 |
| AO4 | 4 |
| AO5 | 1 |
| AO6 | 2 |
| P1 | 2 |
| P3 | 2 |
| T2 | 1 |
| T3 | 2 |
| T4 | 2 |
| T5 | 3 |
| T6 | 2 |

**18. How many unattached employees have successfully gained nominal positions within the agency or gained employment in another agency in 2010.**

48

**19. How many have resigned?**

7

**20. What is the average length of stay of staff in the department?**

4.96 Years

**Please break this down by position level.**

|  |  |
| --- | --- |
| **Classification** | **Years** |
| AO2 | 1.27 |
| AO3 | 4.73 |
| AO4 | 2.65 |
| AO5 | 6.48 |
| AO6 | 6.75 |
| AO7 | 2.71 |
| ECO1 | 5.49 |
| EO2 | 13.04 |
| ECO2 | 9.12 |
| ECO3 | 1.12 |
| ECO4 | 3.22 |
| ECO6 | 0.69 |
| GRADS | 1.58 |
| ICS | 2.45 |
| P1 | 1.49 |
| P2 | 4.61 |
| P3 | 6.25 |
| SAO1 | 6.64 |
| SAO2 | 5.83 |
| SP1 | 10.01 |
| SP2 | 9.44 |
| T1 | 0.60 |
| T2 | 2.12 |
| T3 | 6.97 |
| T4 | 6.04 |
| T5 | 6.88 |
| T6 | 7.94 |
| WILS | 2.66 |

**21. How much has been spent to date on advertising employee positions, and can you provide a breakdown of these costs?**

|  |  |
| --- | --- |
| Department of construction and Infrastructure: | **$24 693** |

|  |  |
| --- | --- |
| Construction Division: | **$74 490** |

**22. In relation to Apprentices and Graduates, in 2010:**

**- How many graduates started with the department?**

|  |  |
| --- | --- |
| **Classification** | **Count** |
| Graduate | 4 |
| Apprentice | 3 |

**- How many have completed the year**

|  |  |
| --- | --- |
| **Classification** | **Count** |
| Graduate | 4 |
| Apprentice | 3(2 as Apprentices, 1 as AO2) |

**- How many how won nominal positions**

|  |  |
| --- | --- |
| **Classification** | **Count** |
| Graduate | 0 |
| Apprentice | 2 |

**- How many have left the NTG, and what was the length of time each stayed within the NTG before leaving?**

|  |  |
| --- | --- |
| **Classification** | **Count** |
| Graduate | 0 |
| Apprentice | 0 |

**23. In relation to Indigenous Employees, in 2010:**

* **How many employees do you have in your department that recognise themselves as indigenous?**

10

* **What are the levels of their positions held? How many at each level?**

|  |  |
| --- | --- |
| **Classification** | **Count** |
| AO2 | 1 |
| AO4 | 1 |
| AO6 | 1 |
| AO7 | 1 |
| SAO1 | 2 |
| T2 | 1 |
| T3 | 3 |

\*\*DCI supports 2 Indigenous Cadetship Support Program employees who are not captured in the above statistic and participate in vacation employment during university term breaks.

On completion of their qualification these employees will have the opportunity to apply for permanent Professional positions with the agency.

* **How many are tenured and at what level?**

9

|  |  |
| --- | --- |
| **Classification** | **Count** |
| AO2 | 1 |
| AO4 | 1 |
| AO7 | 1 |
| SAO1 | 2 |
| T2 | 1 |
| T3 | 3 |

**- How many are temporary and at what levels?**

1

|  |  |
| --- | --- |
| **Classification** | **Count** |
| AO6 | 1 |

**- How many are acting up in positions and at what level?**

|  |  |
| --- | --- |
| **Classification** | **Count** |
| AO7 | 1 |

**- How many have completed the year?**

10

**- How many have left the NTG?**

0

**24. In relation to NTPS staff as of 30 March 2011:**

**- What is the total amount of accrued leave in the department, broken down by level, long service leave and recreation leave?**

|  |  |  |
| --- | --- | --- |
| **Classification** | **Accrued Long Service Leave (months)** | **Accrued Recreation Leave (days)** |
| AO2 | 3.27 | 179.59 |
| AO3 | 28.98 | 673.55 |
| AO4 | 43.28 | 1 141.66 |
| AO5 | 44.65 | 967.82 |
| AO6 | 35.16 | 785.15 |
| AO7 | 24.30 | 509.62 |
| SAO1 | 67.79 | 1 104.79 |
| SAO2 | 55.91 | 974.43 |
| EO1C | 36.87 | 495.69 |
| EO2C | 30.97 | 351.75 |
| EO3C | 0.72 | 13.27 |
| EO4C | 0.95 | 57.98 |
| EO6C | 0.20 | 12.67 |
| GRADT | 2.09 | 124.65 |
| ICS | 0.89 | 56.20 |
| P1 | 1.90 | 101.50 |
| P2 | 1.37 | 32.50 |
| P3 | 16.34 | 459.31 |
| SP1 | 27.78 | 487.40 |
| SP2 | 3.26 | 74.54 |
| T1 | 0.52 | 35.96 |
| T2 | 7.75 | 309.66 |
| T3 | 47.43 | 1 080.94 |
| T4 | 50.21 | 1 321.28 |
| T5 | 144.57 | 3 149.14 |
| T6 | 94.47 | 1 935.06 |
| WILS | 0.89 | 43.00 |
| **TOTAL** | **772.52 months** | **16 479.13 days** |

* **What is the financial value of that leave?**

|  |  |  |
| --- | --- | --- |
| **Classification** | **Accrued Long Service Leave** | **Accrued Recreation Leave** |
| AO2 | $7 899 | $30 372 |
| AO3 | $114 314 | $122 371 |
| AO4 | $197 789 | $244 347 |
| AO5 | $238 607 | $241 994 |
| AO6 | $205 371 | $217 791 |
| AO7 | $157 469 | $164 764 |
| SAO1 | $519 099 | $400 320 |
| SAO2 | $451 594 | $403 305 |
| EO1C | $538 987 | $331 882 |
| EO2C | $490 588 | $256 119 |
| EO3C | $6 286 | $6 616 |
| EO4C | $18 363 | $51 558 |
| EO6C | $5 850 | $17 050 |
| GRADT | $8 541 | $24 501 |
| ICS | $0.06 | $6 |
| P1 | $9 375 | $22 568 |
| P2 | $7 494 | $8 149 |
| P3 | $112 963 | $146 678 |
| SP1 | $218 810 | $177 459 |
| SP2 | $23 405 | $30 659 |
| T1 | $1 840 | $5 797 |
| T2 | $31 971 | $58 664 |
| T3 | $238 310 | $248 976 |
| T4 | $284 584 | $348 381 |
| T5 | $929 722 | $930 066 |
| T6 | $662 076 | $632 151 |
| WILS | $3 464 | $6 852 |
| **TOTAL** | **$5 484 771** | **$5 129 396** |

**- What is the highest individual amount of accrued leave at each position level?**

|  |  |  |
| --- | --- | --- |
| **Classification** | **Accrued Long Service Leave (months)** | **Accrued Recreation Leave (Days)** |
| AO2 | 1.22 | 42.50 |
| AO3 | 7.00 | 131.21 |
| AO4 | 4.99 | 101.38 |
| AO5 | 4.10 | 112.33 |
| AO6 | 3.40 | 78.96 |
| AO7 | 3.47 | 67.61 |
| SAO1 | 9.72 | 97.50 |
| SAO2 | 8.10 | 121.00 |
| EO1C | 9.86 | 52.78 |
| EO2C | 6.06 | 65.27 |
| EO3C | 0.72 | 13.27 |
| EO4C | 0.95 | 57.98 |
| EO6C | 0.20 | 12.67 |
| GRADT | 0.52 | 32.00 |
| ICS | 0.32 | 32.95 |
| P1 | 0.95 | 50.50 |
| P2 | 1.37 | 32.50 |
| P3 | 4.05 | 69.18 |
| SP1 | 6.13 | 71.50 |
| SP2 | 2.67 | 49.54 |
| T1 | 0.32 | 14.56 |
| T2 | 1.35 | 39.77 |
| T3 | 6.00 | 75.86 |
| T4 | 3.92 | 97.23 |
| T5 | 9.32 | 197.50 |
| T6 | 12.50 | 142.18 |
| WILS | 0.65 | 41.20 |
| **Highest** | **12.50 months**  | **197.50 days** |

* **What is the current total of sick leave entitlement of employees in the department?**

|  |  |  |
| --- | --- | --- |
| **Classification** | **Number of staff** | **Total sick leave entitlement in weeks** |
| AO2 | 16 | 20.97 |
| AO3 | 25 | 189.93 |
| AO4 | 39 | 202.42 |
| AO5 | 23 | 317.93 |
| AO6 | 21 | 311.57 |
| AO7 | 18 | 182.97 |
| SAO1 | 23 | 627.07 |
| SAO2 | 16 | 452.30 |
| EO1C | 16 | 395.63 |
| EO2C | 9 | 301.52 |
| EO3C | 1 | 5.33 |
| EO4C | 1 | 9.48 |
| EO6C | 1 | 0.00 |
| GRADT | 5 | 9.27 |
| ICS | 3 | 6.01 |
| P1 | 3 | 14.97 |
| P2 | 1 | 7.81 |
| P3 | 15 | 190.61 |
| SP1 | 14 | 271.72 |
| SP2 | 3 | 58.12 |
| T1 | 3 | 1.21 |
| T2 | 14 | 45.06 |
| T3 | 33 | 346.79 |
| T4 | 34 | 425.59 |
| T5 | 80 | 1 136.45 |
| T6 | 38 | 773.61 |
| WILS | 3 | 3.40 |
| **Highest** | **458** | **6 307.74** |

**- How many days sick leave were taken in 2010?**

|  |  |  |
| --- | --- | --- |
| **Classification** | **Number of staff who have taken sick leave in 2010** | **Staff Days Sick Leave Taken** |
| AO2 | 19 | 112.88 |
| AO3 | 33 | 134.92 |
| AO4 | 44 | 299.22 |
| AO5 | 24 | 118.05 |
| AO6 | 25 | 84.87 |
| AO7 | 18 | 136.24 |
| SAO1 | 21 | 77.81 |
| SAO2 | 21 | 91.15 |
| EO2 | 3 | 7.78 |
| EO1C | 9 | 29.53 |
| EO2C | 4 | 22.19 |
| EO3C | 1 | 4.95 |
| EO4C | 1 | 7.00 |
| GRADT | 3 | 8.18 |
| P1 | 3 | 11.00 |
| P2 | 14 | 36.20 |
| P3 | 15 | 41.40 |
| SP1 | 10 | 46.55 |
| SP2 | 1 | 4.00 |
| T1 | 6 | 26.00 |
| T2 | 18 | 128.22 |
| T3 | 27 | 295.86 |
| T4 | 28 | 180.78 |
| T5 | 69 | 468.05 |
| T6 | 25 | 154.46 |
| **TOTAL** | **442** | **2 534.96** |

**25. In relation to Contract (ECO1 and above) staff as of 30 March 2011:**

**- What is the total amount of accrued leave in the department, broken down by level, long service leave and recreation leave?**

|  |  |  |
| --- | --- | --- |
| **Classification** | **Accrued Long Service Leave (months)** | **Accrued Recreation Leave (days)** |
| EO1C | 36.87 | 495.69 |
| EO2C | 30.97 | 351.75 |
| EO3C | 0.72 | 13.27 |
| EO4C | 0.95 | 57.98 |
| EO6C | 0.20 | 12.67 |
| **TOTAL** | **69.71 months** | **931.36 days** |

**- What is the financial value of that leave?**

|  |  |  |
| --- | --- | --- |
| **Classification** | **Accrued Long Service Leave****($ Value)** | **Accrued Recreation Leave****($ Value)** |
| EO1C | $538 988 | $331 882 |
| EO2C | $490 588 | $256 119 |
| EO3C | $6 286 | $6 616 |
| EO4C | $18 363 | $51 558 |
| EO6C | $5 850 | $17 050 |
| **TOTAL** | **$1 060 075** | **$663 225** |

**- What is the highest individual amount of accrued leave at each employee level?**

|  |  |  |
| --- | --- | --- |
| **Classification** | **Accrued Long Service Leave (months)** | **Accrued Recreation Leave (days)** |
| EO1C | 9.86 | 52.78 |
| EO2C | 6.06 | 65.27 |
| EO3C | 0.72 | 13.27 |
| EO4C | 0.95 | 57.98 |
| EO6C | 0.20 | 12.67 |
| **Highest** | **9.86 months**  | **65.27 days** |

**- What is the current total of sick leave entitlement of employees in the department?**

|  |  |  |
| --- | --- | --- |
| **Classification** | **Number of staff** | **Total sick leave entitlement (weeks)** |
| EO1C | 16 | 395.63 |
| EO2C | 9 | 301.52 |
| EO3C | 1 | 5.33 |
| EO4C | 1 | 9.48 |
| EO6C | 1 | 0.00 |
| **Highest** | **28** | **711.96** |

**- How many days sick leave were taken in 2010, at each employee level?**

|  |  |  |
| --- | --- | --- |
| **Classification** | **Number of staff who have taken sick leave in 2010** | **Staff Days Sick Leave Taken** |
| EO1C | 9 | 29.53 |
| EO2C | 4 | 22.19 |
| EO3C | 1 | 4.95 |
| EO4C | 1 | 7.00 |
| **Highest** | **15** | **63.67** |

**26. How many employees have utilised section 52.8 Cash-out of Leave – (Recreation Leave), under the NTPS 2010-2013 Enterprise Agreement?**

14

- **Break down by level and amount of leave**

|  |  |  |  |
| --- | --- | --- | --- |
| **Classification** | **Number of Staff** | **Leave Days** | **Leave Hours** |
| AO4 | 1 | 8 | 5.00 |
| AO6 | 3 | 20 | 0.00 |
| AO7 | 2 | 5 | 0.00 |
| EO2C | 1 | 10 | 0.00 |
| P3 | 1 | 10 | 0.00 |
| T3 | 2 | 20 | 0.00 |
| T5 | 3 | 20 | 0.00 |
| T6 | 1 | 61 | 0.00 |

**27. How many employees have utilised section 55.3 (b) Long Service Leave cash out of 10 years, under the NTPS 2010-2013 Enterprise Agreement?**

1

-          **Break down by level and amount of leave**

|  |  |  |
| --- | --- | --- |
| **Classification** | **Number of Staff** | **Leave Days** |
| AO7 | 1 | 12 |

**28. As at 30 March 2011 has the CEO directed any employee under section 52.7 Excess Leave of the NTPS 2010-2013 Enterprise Agreement to take leave?**

No

- **Break down by level and the amount of leave taken**

N/A

**29. As at 30 March 2011 has the CEO directed any employee under section 55.3 (a) Long Service Leave to take leave?**

No

**- Break down by level and the amount of leave**

N/A

**30. As at 30 March 2011 how many workers are currently on workers compensation? At what level and is there an expected return date?**

|  |  |  |
| --- | --- | --- |
| **Classification** | **Number of Staff** | **Expected to Return** |
| AO4 | 1 | 1 |
| P3 | 1 | 1 |
| T5 | 1 | 1 |
| **TOTAL** | **3** | **3** |

**31. From 30 March 2010 – 30 March 2011 how many people received workers compensation in 2010, at what position level and geographic location and how long for each person?**

8

|  |  |  |
| --- | --- | --- |
| **Classification** | **Region** | **No. of Days** |
| AO3 | Darwin Urban | 143 |
| P3 | Darwin Urban | 194 |
| T3 | Darwin Urban | 112 |
| T3 | Katherine Urban | 9 |
| T4 | Darwin Urban | 51 |
| T4 | Darwin Urban | 90 |
| T5 | Darwin Urban | 194 |
| AO4 | Alice Springs Urban | 194 |

*Classification descriptions:*

Days based on actual working days or max available (194 days).

**32. From 30 March 2010 – 30 March 2011 how many workers are or were on sick leave or extended leave (excluding recreation leave), longer than 3 weeks, at what level, and for what reason?**

**Are there any still on extended leave?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Classification** | **Sick** | **LSL** | **Miscellaneous****Paid /**  | **Unpaid** | **Total Staff** |
| AO2 |  |  |  | 7 | 7 |
| AO3 |  |  |  | 1 | 1 |
| AO4 |  |  | 2 | 1 | 3 |
| AO5 |  | 1 |  | 1 | 2 |
| AO6 |  |  | 1 |  | 1 |
| AO7 |  |  |  | 1 | 1 |
| EO2C |  |  | 1 |  | 1 |
| ICS |  |  |  | 1 | 1 |
| P3 |  | 1 |  |  | 1 |
| SAO1 |  | 1 |  | 1 | 2 |
| SAO2 |  |  |  | 1 | 1 |
| SP1 |  |  | 1 |  | 1 |
| T3 |  | 2 |  |  | 2 |
| T5 | 1 | 1 | 1 |  | 3 |
| WILS |  |  |  | 1 | 1 |
|  | **1** | **6** | **6** | **15** | **28** |

Note:

Report can only be answered at point in time, i.e. who was on extended leave on 30 March 2011.

Leave awaiting approval or awaiting processing are not included in this report.

Miscellaneous leave includes (but is not limited to) Maternity, Leave Without Pay, Sick Leave Without Pay, Secondment, Study Leave and extended absences consisting of multiple leave types.

**33. Do you have any personnel under the old Commonwealth superannuation scheme and if so what is the liability?**

Treasury are answering Commonwealth Super Liability on whole of Government basis.

* **What are the optimal retirement ages for such staff based on superannuation benefit definitions,**

The optimal age for retirement from the Commonwealth Superannuation Scheme (CSS) depends upon a number of factors such as:

* the amount a person contributes;
* a person’s salary;
* a person’s length of service;
* a person’s choice of investment for their superannuation; and
* a person’s age at retirement.

Accordingly the optimal age for retirement is an individual decision

* **What are ages of those people, and what are their position levels in the public service?**

|  |  |  |
| --- | --- | --- |
| **Classification** | **Age** | **Count** |
| AO3 | 56 | 1 |
| AO6 | 50 | 1 |
| EO1C | 50 | 1 |
| SAO1 | 50 | 1 |
| SAO1 | 67 | 1 |
| SP1 | 55 | 1 |
| T3 | 63 | 1 |
| T3 | 65 | 1 |
| T4 | 51 | 1 |
| T4 | 55 | 1 |
| T5 | 51 | 1 |
| T5 | 65 | 2 |
| T5 | 70 | 1 |
| T6 | 54 | 1 |
| T6 | 66 | 1 |
| **Total** |  | **16** |

 **If there are nurses, teachers or police in the CSS, how many are there, at what level and what are their ages?**

N/A

**34. Do they still have NTPS public servants who were employed in the 80’s and eligible for return flight to Adelaide every 2 years? How many and at what level?**

|  |  |
| --- | --- |
| **Classification** | **Employees Eligible for Airfares** |
| AO3 | 2 |
| AO4 | 2 |
| AO5 | 2 |
| AO6 | 3 |
| SAO1 | 1 |
| SAO2 | 4 |
| P3 | 7 |
| SP1 | 2 |
| SP2 | 1 |
| T3 | 3 |
| T4 | 2 |
| T5 | 9 |
| T6 | 6 |
| **Total** | **44** |

**35. How many complaints have been made in the Department in relation to workplace bullying and harassment?**

One

**48. How many reports of the improper use of Information Technology have been made?**

One

**49. How many reports resulted in formal disciplinary action?**

None, the report of improper use of IT is currently under investigation.

**50. How many staff are considered ‘Essential’ in your Agency, for the purposes of an Emergency eg- Cyclone**

149

- Break down by level

|  |  |
| --- | --- |
| **Classification** | **Count** |
| ECO6 | 1 |
| ECO4 | 1 |
| ECO2 | 4 |
| ECO1 | 6 |
| SAO2 | 3 |
| SAO1 | 7 |
| SP2 | 1 |
| SP1 | 4 |
| P3 | 2 |
| AO7 | 4 |
| AO6 | 1 |
| AO5 | 4 |
| AO4 | 1 |
| T6 | 19 |
| T5 | 51 |
| T4 | 20 |
| T3 | 20 |

**FINANCIAL SERVICES**

**36. From 30 March 2010 – 30 March 2011, how much has been spent on relocation cost for commencement of employment and either completion or termination of employment (removalists, airfares, accommodation and allowances) in the Department.**

Department of Construction and Infrastructure (DCI) $34 114

Construction Division (CD) $41 848

**37. Please provide a breakdown per business unit.**

Department of Construction and Infrastructure (DCI) Corporate Services $34 114

Construction Division (CD) Executive Team $ 1 731

 Infrastructure Projects Division $25 178

 Road Projects Division $14 939

**38. How much is budgeted for relocation and other appointment and termination expenses in 2010/11.**

Department of Construction and Infrastructure (DCI) $ 59 000

Construction Division (CD) $132 000

**39. How much was spent on travel from March 2010 to March 2011, broken down by intrastate, interstate and international fares, accommodation and other expenses?**

Department of Construction and Infrastructure (DCI) Intrastate fares $ 33 088

Interstate fares $ 29 037

International fares Nil

Accommodation $ 39 197

Other expenses $ 20 849

Total $122 171

Construction Division (CD) Intrastate fares $115 284

 Interstate fares $ 44 307

 International fares Nil

 Accommodation $248 597

 Other expenses $246 554

 Total $654 472

**40. How much was spent on vehicles by the Department from March 2010 to March 2011?**

Department of Construction and Infrastructure (DCI) $ 146 557

Construction Division (CD) $2 344 320

**41. How many vehicles does the Department have responsibility for?**

Department of Construction and Infrastructure (DCI) 18

Construction Division (CD) 172

**42. What is the change, if any, in these vehicles numbers from 2009?**

Department of Construction and Infrastructure (DCI) an increase of 12 from March 2010

Construction Division (CD) a decrease of 6 from March 2010

**43. What proportion of those vehicles meets the emission standard of 5.5 out of 10 under the Commonwealth Government’s Green Vehicle Guide?**

Department of Construction and Infrastructure (DCI) 100%

Construction Division (CD) 94%

**44. How many vehicles are home garaged?**

Department of Construction and Infrastructure (DCI) 17

Construction Division (CD) 148

**45. What position levels have vehicles attached or are allowed to home garage?**

**Department of Construction and Infrastructure (DCI):**

* All Executive Contract Officers have a vehicle as part of their employment contract.
* Other vehicles are home garaged by Senior Administrative Officers 1 and 2.

**Construction Division (CD):**

* All Executive Contract Officers have a vehicle as part of their employment contract.
* Other vehicles (predominantly utilities) are home garaged through a rotation system for staff on call (various technical and professional levels depending on operational requirements).

**46. How many credit cards have been issued to department staff?**

Department of Construction and Infrastructure (DCI) 8

Construction Division (CD) 32

**47. How many repayment transactions (and the value) for personal items and services are outstanding?**

Department of Construction and Infrastructure (DCI) Nil

Construction Division (CD) Nil

**53. How much was spent on insurance expenses in 2010, further broken down by worker and employee insurances, physical plant and equipment insurances and other insurances?**

Department of Construction and Infrastructure (DCI) Self insured $ Nil

Construction Division (CD) Workers compensation $349 252

 Public liability $ 1 234

 Total $350 486

**54. What areas of the department are self-insured?**

**- What areas are commercially insured?**

**- If there are areas that are commercially insured:**

**- who provides this insurance;**

**- when is it due for renewal; and**

**- what is the cost of this insurance provision; and**

**- does it attract any thresholds under which insurance is not provided or any payments on**

 **item replacement?**

* Generally the Department is self insured.
* Travel insurance paid on official travel is optional.
* Construction Division’s workers compensation is paid to the Department of Construction and

 Infrastructure (DCI). If an incident was accepted as a workers compensation claim, it becomes

 the responsibility of the Department.

* One off public liability insurance policy was taken out with Aon Risk Solutions for the Tiger Brennan

 Drive family fun run.

**55. What provision has been made for disaster or major catastrophe insurance?**

The Department is self insured.

**56. How many tonnes of CO2 did the department emit in 2010?**

* The Northern Territory has committed to become carbon neutral by 2018 under the *Northern Territory Climate Change Policy*. Under this target, whole of government systems to account for greenhouse gas emissions according to recognised international greenhouse accounting standards will be progressively rolled out over the next eight years for government processes.
* Currently, the Northern Territory Government reports against building energy consumption use by government agencies with more than 50 full time equivalent staff members, and for vehicle emissions from NT Fleet vehicles.
* Emissions from NT Fleet vehicles for 2010-11:

- Department of Construction and Infrastructure (DCI) 52.5 tonnes

- Construction Division (CD) 927.5 tonnes

**57. What programs and strategies were introduced to reduce CO2 emissions across the department in 2010?**

* Establish annual agency fleet emission target as part of an NT Fleet target to reduce emissions by 20% over five years.
* Introduce minimum greenhouse emission ratings of 5.5 for passenger vehicles and 3.5 for light commercial vehicles. To be reviewed after two years.
* Introduction of functional requirement categories with agencies having to justify requests for vehicles outside the NT Fleet recommended list.
* Introduce incentives for Executive Contractors to select more fuel efficient vehicles appropriate to level which would be cost neutral to Government.
* Implementation of the Department’s Green Motor Vehicle Policy to create internal control mechanisms on increasing fleet numbers or replacing vehicles with a vehicle of higher or the same emissions. The policy encourages selecting more efficient vehicles.
* Implementation of the online Vehicle Booking System within selected areas of the Department to increase pooling opportunities.
* Installation of video conferencing facilities in 6 locations across the NT to reduce the requirement for Departmental travel.
* A strong focus on the increased use for Electronic Document Records Management leading towards a paperless office.
* Negotiations with building owners to increase energy efficiencies through lighting and air conditioning.
* Staff energy awareness campaigns including encouragement for individual participation in Earth Hour, appropriate use of zone controlled light switches and motion detectors in toilets to reduce power use when unoccupied, automatic energy saving settings on photocopiers and introduction of double sided printing on documents.

**58. Has a target for departmental CO2 emissions been set for the coming financial year.
- If yes, what % reduction is that from 2010.
- If no, why has a target not been set.**

* The Department is working towards the reduction target set in the Northern Territory Energy Smart Building Policy for the 2011-12 of 10% reduction in energy usage per square metre across the Department’s building portfolio compared to 2004-05 as a base.
* Fleet Related CO2 interim target:

- Department of Construction and Infrastructure (DCI) 4.7gm/km or 2%

- Construction Division (CD) 5.3gm/km or 2%

**59. What was the cost of power and water to the department in 2010?**

Department of Construction and Infrastructure (DCI) $246 403

Construction Division (CD) $156 882

**60. What is the projected cost for power and water to the department in 2011?**

Department of Construction and Infrastructure (DCI) $337 000

Construction Division (CD) $214 000

**PROGRAM MANAGEMENT / FINANCIAL SERVICES**

**66. In 2010 how many consultancies were let in the year, at what cost, how many were NT firms and how many interstate and what was the value of those intra-territory and those interstate?**

* Consultancies awarded from the APRO system as at 31 March 2011 included 77 contracts at a total cost of $7 017 038.

No. of contracts awarded to NT firms = 67

Value of contracts awarded to NT firms = $5 731 028

No. of contracts awarded to interstate firms = 10

Value of contracts awarded to interstate firms = $1 286 010

* Please note the 10 contracts awarded to interstate firms are awarded to contractors with an interstate address. Although it should be noted that an interstate address does not necessarily indicate that contractors do not have a current NT presence.

**CORPORATE COMMUNICATIONS**

**51. How much was spent by the Department in 2010 on advertising and marketing programs (and up to 1 April 2011).**

Advertising

Department of Construction and Infrastructure (DCI) $ 20 571

Construction Division (CD) $108 443

Marketing and Promotion

Department of Construction and Infrastructure (DCI) $129 101

Construction Division (CD) $ 36 928

**52. What was each of those programs and what was the cost of each of those programs?**

The Department does not run promotional marketing or advertising campaigns (with the exception of promoting the Road Report website and freecall number, at around $10 000 annually and promotion of annual Industry Forums at approximately $11 000 annually).

The expenditure on advertising and marketing supports the construction of key infrastructure across the Territory and is primarily aimed at notifying the public of the impacts of construction projects or changes to travel routes, access etc.

**61. List the public events/conferences/forums that were sponsored by the department from 1 January 2010 to 1 April 2011 and what are projected for 2011/12?**

Sponsorship in 2010 included:

* Australian Institute of Architects – supporter package $5 000;
* Australian Institute of Project Management – merchandise sponsor at national conference in Darwin $4 000;
* Australian Institute of Project Management – Silver sponsor NT Branch $2 000;
* Civil Contractors Federation NT – Training Award Sponsor Indigenous Trainee category $750;
* Civil Contractors Federation NT – Earth Awards Sponsor $5 000;
* Engineers Australia – Northern Division Sponsor - $10 000;
* Master Builders NT – Gold Sponsor Excellence Awards - $15 000;
* NT Shelter – Sponsorship of Community Housing Federation - $5 000;
* Palmerston Regional Business Association Golf Day sponsor - $500.

TOTAL EXPENDITURE: $47 250

In 2011, the sponsorship commitment is:

* Australian Institute of Architects – supporter package $5 000;
* Australian Institute of Project Management – Silver sponsor $5 000;
* Engineers Australia – Supporter package $5 000;
* Civil Contractors Federation NT – Sponsor Earth Awards $5 000;
* Civil Contractors Federation NT – Sponsor Indigenous Trainee Award $750;
* Civil Contractors Federation NT – briefing sponsor $1 500;
* Master Builders NT – Excellence Awards sponsor $15 000;
* Palmerston Regional Business Association – Golf Day sponsor $500.

TOTAL EXPENDITURE: $37 750

**62. What is the level of sponsorship provided in terms of financial support or in kind support?**

See above – financial support.

**63. What is the department’s budget for advertising for the 10/11 reporting year?**

The Department does not have a dedicated budget for advertising. Advertising is dependent on requirements to support capital works projects and costs are incurred as part of the overall project costs by client agencies. The only known advertising costs at this stage, funded through corporate budget would be for promotion of DCI’s Industry Forums at an estimated cost of $11 000.

**64. How much is year to date expenditure? Please breakdown into newspaper, radio and TV?**

Year to date expenditure on advertising is as follows:

Print $12 888

Radio $ 473

TV $ nil

Print $83 057

Radio $12 966

TV $ nil

**65. What advertising campaigns have been undertaken or will be undertaken by the department in 2010/11?**

As per question 63, the Department has no planned advertising campaigns aside from promoting the agency’s Industry Forums to be held in August (Darwin) and November (Alice Springs).